

1986 - 88

AGREEMENT
BETWEEN
HAMMONTON BOARD
OF EDUCATION

and

HAMMONTON
EDUCATION
ASSOCIATION

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ARTICLE I RECOGNITION

- A. The Board hereby recognizes the Hammondon Education Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for certificated personnel under contract and on leave, employed by the Board of Education, including:
1. Teachers
 2. Librarians
 3. Nurses
 4. Child Study Team and Speech Therapist
 5. Guidance
 6. C.T.E.
 7. Extra-Curricular Personnel
 8. Grade level Chairpersons
- B. Unless otherwise indicated, the term "teachers", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.
- C. Excluded from contract will be Central Office Administration, Principals, Assistant Principals, Director of Special Services, Area Co-ordinators and Curriculum Supervisor.

ARTICLE II NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations in accordance with Chapter 123, Public Laws 1975, in a good-faith effort to reach agreement on all matters concerning the terms and conditions of teachers' employment. Such negotiations shall begin not later than November 1 of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association.
- B. Representatives of the Board and the Association negotiating committee shall meet at the request of either party for the purpose of reviewing the administration of the Agreement, and to resolve problems that may arise. These meetings are not intended to by-pass the grievance procedure.

ARTICLE III GRIEVANCE PROCEDURE

- A. The following steps are to be followed in the Grievance Procedure. An aggrieved person or group shall file within twenty (20) school days from the date of alleged grievance his grievance in writing to the building principal. If after ten (10) school days, the principal does not satisfy the grievance or fails to make a determination, the individual or group may then take his grievance in writing to the Superintendent of Schools.

is still not satisfied, or if the Superintendent fails to make a determination, the grievance may be turned over to a committee from the Board of Education and a committee from the Hammononton Education Association, who will then have ten [10] school days to satisfy or make a determination on the grievance.

If they fail to do so, the aggrieved person or group may then submit his grievance to the Board of Education for determination.

A grievance which remains unresolved after a decision has been rendered by the Board of Education may be appealed to arbitration within fifteen (15) days following written receipt of the Board's decision. The arbitration shall be conducted under the rules of the American Arbitration Association for Voluntary Labor Arbitration. The decision of the arbitrator shall be advisory only. The costs of the arbitrator shall be divided equally between the parties. To expedite the rendering of a prompt decision, there shall be no transcript or posthearing briefs except if requested by the arbitrator.

- B. Definition: A grievance is a claim by a teacher or group of teachers based upon the interpretation, application, or violations of this Agreement.

ARTICLE IV TEACHING HOURS AND LOAD

- A. Sign-In: A teacher shall be required to indicate their presence for day by initialing their arrival and departure in the appropriate column of the faculty "sign-in" roster.
- B. Teachers shall be required to report for duty fifteen (15) minutes before the opening of the school day, and shall be required to stay fifteen (15) minutes after the close of the pupils school day. The teachers workday shall not exceed a total of six hours and forty-five minutes, unless designated by the administration for the following responsibilities:
1. Faculty meetings (15 per year)
 2. Duty rosters
 - (a) office detention
 - (b) bus duty
 3. Departmental/grade level meetings
 4. Administrative-teacher conferences - scheduled at mutually agreeable times
 5. Field trips
- C. When teachers are required to attend pre - or post - school meetings, such meetings shall begin no later than fifteen (15) minutes after the students' dismissal time. Administrators shall make every effort to limit said meetings to sixty (60) minutes, except during evaluation and/or monitoring periods. Forty-eight (48) hours written notice shall be given prior to any faculty or departmental grade level meeting whenever possible.

- D. Parent-teacher meetings and student assistance are considered a duty of each teacher and shall be scheduled at a mutually agreeable time at the request of the student, parent, teacher or administrator as needed.
- E. When qualified substitute teachers are not available, faculty members will be required to cover classes of teachers who are absent.

Teachers who cover these classes should:

1. Be utilized from study halls first of all.
 2. Secondly, be taken from their P.P.S.A. periods.
- F. Grade Level Chairpersons.
1. Compensation: See Schedule "B"
- G. Extracurricular Activities.
1. Compensation: See Schedule "C"

ARTICLE V NON-TEACHING DUTIES

- A. The Hammonton Board of Education shall be responsible for the maintenance of the School District's attendance registers.
- B. Lunchroom and Playground Aides shall be employed in the Elementary School for Grades K-5.

ARTICLE VI INSURANCE

- A. NJHB Plan: The Board shall assume full cost for the Blue Cross, Blue Shield Full Family Plan, Major Medical, Rider J.
- B. Prescription Plan: Effective July 1, 1985, the Board of Education shall provide a Full Family Coverage Prescription Plan.
- C. Dental Plan: Effective September 1981, the Board of Education shall provide single coverage for dental benefits as outlined by N.J. Dental Service Plan, Inc. Program III A (or equal). Effective July 1, 1983, the Board of Education shall provide full family dental coverage. Effective July 1, 1987, orthodontics coverage shall be provided.
- D. Optical Benefit: Effective July 1, 1987, the Board of Education shall provide a reimbursement of \$125.00 per family for optical care.

ARTICLE VII REEMPLOYMENT RIGHTS

- A. On or before April 30, all non-tenured teachers will have had their administrative conference wherein they will be notified of the recommendation of the administration regarding their re-employment at the end of the year.

- B. On or before April 30 in each school year, the Board of Education shall give to each non-tenure teaching staff member continuously employed by it since the preceding September 30, either
1. A written offer of a contract for employment for the next succeeding year providing for at least the same terms and conditions of employment but with such increases in salary as may be required by law or policies of the Board of Education, OR
 2. A written notice that such employment will not be offered.
- C. Each non-tenured teacher receiving contracts must notify the Board of Education of such acceptance, in writing, on or before June 1, in which event such employment shall continue as provided for herein. In the absence of such notice of acceptance, the provision of this Article shall no longer be applicable.
- D. Tenured teachers shall assume reemployment under existing policies and contracts unless otherwise notified.
- E. Upon request, teachers shall be notified of their tentative assignment of the following school year by August 1.
- F. The President of the Hammonton Education Association shall be notified in writing of all Unit vacancies. If said vacancy (s) occur (s) during the summer recess, in addition to the aforementioned, such vacancy (s) shall be posted on each school main office bulletin board.
- G. Home-School Teaching Salary Guide: See Schedule "F"

ARTICLE VIII PHYSICAL EXAMINATIONS

- A. A doctor's certification shall be required and provided by a teacher absent for more than three (3) consecutive school days due to illness. This certification shall be at the teacher's expense, provided, however, that the teacher shall have the option of submitting himself to examination by the School Doctor.
- B. The Board of Education shall require, at the initial employment, a physical examination by the school physician or any other physician designated by the Board of Education.
- C. Annual pre-school term physical examinations may be at the Board's request. The cost of this physical to be borne by the Board of Education. Any other physical exam requested by the Board of Education will be the Board's expense.

**ARTICLE IX
PROFESSIONAL DEVELOPMENT AND
EDUCATIONAL IMPROVEMENT**

- A. The Board of Education will reimburse any full certificated teacher seventy-five per cent (75%) of the yearly cost of tuition of professional courses taken by him. Seventy-five per cent (75%) of the yearly cost is not to exceed seven hundred fifty (750) dollars per school fiscal year (July 1 to June 30). Each person must obtain approval by the Superintendent of Schools before enrolling in said course. Official confirmation in writing of successful completion of each course must be presented to the Superintendent for his approval within sixty (60) days after completion of course, and then forwarded to the Secretary of the Board of Education for payment of seventy-five (75%) per cent of the presented bill. No one is to receive any payment for any course with grade below a "C".

The staff member must be in the employment of the board of Education at least one (1) school year (September-June) before this policy applies.

Reimbursement of summer courses will apply only if the teacher has signed a contract for the following year and returns in September to assume his duties.

**ARTICLE X
PERSONNEL RECORD**

- A. There shall be one (1) designated file in the office of the Superintendent for each unit member; however, copies of evaluations and other pertinent information may be kept in the building principal's own personal file. Copies of all building principals' documents shall be duplicated for the designated file. There shall also exist a personnel file for each unit member maintained in the office of the School Business Administrator.
- (2) A teacher, upon presentation of advanced written request, may inspect his personnel file.
- (3) The Superintendent has the right to remove materials pertaining to pre-employment prior to review.
- (4) Upon inspection the teacher shall have the right to add his comments to any material filed, and these written comments shall be made part of the teacher's personnel file.
- B. A teacher shall be given a copy of any class visit or evaluation report prepared by his evaluator 48 hours before a scheduled conference. Teacher (s) shall have the opportunity to review and add written comments to the evaluation.
- C. Upon request of the teacher and at the convenience of the Superintendent's office, materials within the personnel file exclusive of A. (3) above may be reproduced. All costs of reproduction shall be borne by the teacher.

**ARTICLE XI
SICK LEAVE**

- A. Teachers are to be given a written accounting of accumulated sick leave days no later than November 1 of each year.
- B. Effective September 1978, teachers shall be granted twelve (12) sick leave days per year. Such days shall be accumulative.
- C. Upon retirement, any employee who has been employed in the district for a minimum of twenty (20) years prior to retirement, or any employee that has been employed a minimum of fifteen (15) years with at least five (5) years of military service, and who has accumulated sick leave pursuant to R.S. 18A:30, shall be paid at the time of retirement such sum as shall be arrived at according to the following formula and conditions:
1. One-third of the employee's daily salary, computed by taking one-two hundredth of the ten-month employee's yearly salary, or one-two hundred fortieth of the twelve-month employee's yearly salary and shall be multiplied by the total number of accumulated sick leave days accumulated by the employee. This amount subject to the conditions below shall represent the total sum to be paid upon retirement.
 2. Any employee retiring prior to the age of 50 or retiring prior to 20 years of service in this school district shall not be eligible to receive payment under this policy, unless said employee who has been employed for a minimum of 20 years retires due to ill health.
 3. In order to receive payment under this policy, the retiring employee shall give advance notice to the Board of Education of his intentions to retire so that appropriate sums of money can be budgeted in the annual school budget. In the event the School Board is not given adequate notice, the retiring employee shall not receive payment until the next annual budget.
 4. Under no circumstances shall any individual receive more than \$5,000 through June 30, 1987, and no individual shall receive more than \$5,500. effective July 1, 1987.

**ARTICLE XII
LEAVES OF ABSENCE**

- A. Personal Leave
- (1) All employees shall be granted a leave of absence for personal business not to exceed two (2) days per year.
 - (2) Such leave shall be without loss of pay and shall be added to unused sick days.
 - (3) Personal business for the purpose of this policy is hereby defined as follows:

- (a) Illness in the immediate family when the presence of the employee is required.
- (b) Death of a relative or close friend.
- (c) Court summons or other legal process involving no moral turpitude on the part of the employee.
- (d) Religious holiday.
- (e) Personal Confidential (confide in one administrator of your choice.)
- (f) Or for any other valid reasons at discretion of Superintendent.

(4) Each employee shall be required to obtain prior approval for the personal leave from his principal or supervisor, except in the case of emergency. In the event of an emergency, such personal leave shall be confirmed by the principal or supervisor.

(5) Contract language pursuant to personal leave shall take precedence over any language specified in Board policy or teacher handbooks.

B. Bereavement Leave

(1) A maximum of five (5) days shall be allowed with no loss of pay whenever employee is absent due to death of a member of his immediate family. Immediate family is defined to include husband, wife, brother, sister, son, daughter, parents, or spouse's parents.

(2) Five (5) days shall mean five consecutive days, excluding Saturday and Sunday.

(3) The same five day leave shall apply to related persons residing in the same residence of the employee, such as: in-laws, grandparents, etc.

C. Maternity Leave

(1) Disability leave is provided for under Article XIII, Section "B".

(2) Maternity leave shall commence on the date requested provided that the Superintendent has been notified in writing at least fifteen (15) school days prior to the date requested.

(3) A teacher may return from Maternity Leave at the beginning or mid-year (second semester) of the following school year provided she has notified the Board sixty (60) days prior to her return.

(4) The Board shall have the discretion to delay reinstatement of the teacher until certification by her physician.

ARTICLE XIII RIGHT TO WITHHOLD INCREMENT

- A. The Hammononton Board of Education reserves the right to withhold an increment and/or adjustment from any teacher due to inefficiency or other just cause according to the following:

B. Withholding Increments Causes; Notice of Appeals

Any Board of Education may withhold, for inefficiency or other good cause, the employment increment, or the adjustment increment, or both, of any member in any year by a majority vote of all members of the Board of Education. It shall be the duty of the Board of Education, within ten (10) days, to give written notice of such action, together with the reasons therefore, to the members concerned. The member may appeal from such action to the commissioner under rules prescribed by him. The commissioner shall consider such appeal and shall either affirm the action of the Board of Education or direct that the increment or increments be paid. The commissioner may designate an assistant commissioner of education to act for him in his place and with his powers on such appeals. It shall not be mandatory upon the Board of Education to pay any such denied increment in any future year as an adjustment increment.

C. Notice Given to Employee of Inefficiency

The Board shall not forward any charge of inefficiency to the commissioner, unless at least ninety (90) days prior thereto and within the current or preceding school year, the Board or the Superintendent of Schools of the district has given to the employee against whom such charge is made, written notice of the alleged inefficiency, specifying the nature thereof with such particulars as to furnish the employee an opportunity to correct and overcome the same.

D. No tenure teacher will be denied an increment and/or adjustment unless he has been observed at least three (3) times during any school year. The three observations are to be concluded with at least two (2) week interval between each, and are to be done by more than one administrator.

ARTICLE XIV
MISCELLANEOUS

- A. For any mileage driven on school business or within the course of a normal teaching assignment, the teacher shall be compensated at the rate of eighteen and a half (18-½) cents per miles.
- B. The Hammonton Education Association President or his designee shall be granted one (1) free period per week to conduct Association business.
- C. The Association representative shall be granted leave time for mutually scheduled hearings or meetings as directed by a state agency or courts.

ARTICLE XV
DURATION

- A. Duration Period: This Agreement shall be in effect as of July 1, 1986, and shall continue in effect until June 30, 1988.

This Agreement shall not be extended orally, and it is expressly understood that it will expire on the date indicated, unless it is extended in writing.

- B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective secretaries, and their corporate seals to be placed hereon, all on the day and year first above written.

HAMMONTON EDUCATION ASSOCIATION

Ronald DeFeure
President

HAMMONTON BOARD OF EDUCATION

Lorita Shuman
President

John M. Robbins
Secretary

L. Monzo
Secretary

Witnesses: Suzanne Italiano

Date: 1/9/87

1986/87

| 85/86 STEP | 86/87 STEP | BA | (343) B+15 | (1684) B+30 | (1368) MA | (17708) M+15 | (20491) M+30 |
|---------------|---------------|---------|---------------|----------------|--------------|-----------------|-----------------|
| | A | 19,750. | 20,093. | 20,434. | 21,118. | 21,458. | 21,799. |
| 1-4 | B | 20,000. | 20,343. | 20,684. | 21,368. | 21,708. | 22,049. |
| 5-6 | C | 21,356. | 21,699. | 22,040. | 22,724. | 23,064. | 23,405. |
| 7-8 | D | 22,111. | 22,454. | 22,795. | 23,479. | 23,819. | 24,160. |
| 9-10 | E | 22,868. | 23,211. | 23,552. | 24,236. | 24,576. | 24,917. |
| 11-12 | F | 23,959. | 24,302. | 24,643. | 25,327. | 25,667. | 26,008. |
| 13-14 | G | 25,155. | 25,496. | 25,839. | 26,523. | 26,863. | 27,204. |
| 15-16 | H | 26,393. | 26,736. | 27,077. | 27,761. | 28,101. | 28,442. |
| 17-18 | I | 27,880. | 28,223. | 28,564. | 29,248. | 29,588. | 29,929. |
| 19 | J | 28,871. | 29,214. | 29,555. | 30,239. | 30,579. | 30,920. |
| 20-21 | K | 30,806. | 31,149. | 31,490. | 32,174. | 32,514. | 32,855. |
| 22 | L | 31,990. | 32,333. | 32,674. | 33,358. | 33,698. | 34,039. |
| 23-24* | M | 33,525. | 33,868. | 34,209. | 34,893. | 35,233. | 35,574. |

*All staffs beyond 1985-86 24th. step shall receive an increase of 2,300. to their existing base salary.

SCHEDULE A-2
1987/88

| 87/88 STEP | STEP | BA | (343) B+15 | (684) B+30 | (1368) MA | (17708) M+15 | (20491) M+30 |
|---------------|------|---------|---------------|---------------|--------------|-----------------|-----------------|
| 1 | A | 21,500. | 21,843. | 22,184. | 22,868. | 23,208. | 23,549. |
| 2 | B | 21,750. | 22,093. | 22,434. | 23,118. | 23,458. | 23,799. |
| 3 | C | 22,000. | 22,343. | 22,684. | 23,368. | 23,708. | 24,049. |
| 4 | D | 23,356. | 23,699. | 24,040. | 24,724. | 25,064. | 25,405. |
| 5 | E | 24,111. | 24,454. | 24,795. | 25,479. | 25,819. | 26,160. |
| 6 | F | 24,868. | 25,211. | 25,552. | 26,236. | 26,576. | 26,917. |
| 7 | G | 25,959. | 26,302. | 26,643. | 27,327. | 27,667. | 28,008. |
| 8 | H | 27,155. | 27,498. | 27,839. | 28,523. | 28,863. | 29,204. |
| 9 | I | 28,825. | 29,168. | 29,509. | 30,193. | 30,533. | 30,874. |
| 10 | J | 30,625. | 30,968. | 31,309. | 31,993. | 32,333. | 32,674. |
| 11 | K | 31,625. | 31,968. | 32,309. | 32,993. | 33,333. | 33,674. |
| 12 | L | 33,625. | 33,968. | 34,309. | 34,993. | 35,333. | 35,674. |
| 13* | M | 35,625. | 35,968. | 36,309. | 36,993. | 37,333. | 37,674. |

* All staffs beyond the 1985/86 24th. step shall receive an increase of \$2,200. to their existing 1986/87 base salary.

SCHEDULE "B"

COMPENSATION: GRADE LEVEL CHAIRPERSONS - 1986/87 & 1987/88

Each grade Level Chairperson will receive a base stipend of First Year - \$606.00, Second Year - \$636.00, Third Year - \$686.00, Fourth Year \$748.00, 1987/88 Fourth Year \$808.00, with an additional stipend of \$35.00 for each department or grade level member working with the Chairperson.

NOTE: The additional stipend may change school year to school year due to increase or decrease of staff members assigned to the various departments, areas, or grade levels.

Department or
Grade Level

Kdg.
First
Second
Third
Fourth
Fifth
Sixth
Seventh
Eighth
Special Areas (Elem. School) Reading Department

STEP I STEP II STEP III

Class Advisors

| | | | |
|-------------------|-----|-----|-----|
| 1. Twelfth Grade | 747 | 806 | 948 |
| 2. Eleventh Grade | 677 | 725 | 853 |
| 3. Tenth Grade | 355 | 383 | 447 |
| 4. Ninth Grade | 355 | 383 | 447 |
| 5. Eighth Grade | 531 | 575 | 676 |

Clubs

| | | | |
|---------------------------|------|------|------|
| 1. Yearbook/High School | 1027 | 1100 | 1295 |
| 2. National Honor Society | 320 | 350 | 412 |
| 3. Student Council | 390 | 490 | 577 |
| 4. Photo Club | 320 | 350 | 412 |
| 5. F.H.A. | 320 | 350 | 472 |

Band

| | | | |
|------------------------------|------|------|------|
| 1. Band Director | 2018 | 2150 | 2507 |
| 2. Band Front | 2018 | 2100 | 2398 |
| 3. Asst. Band Director | 747 | 1200 | 1744 |
| 4. Pom Pom | 886 | 950 | 1117 |
| 5. Choral Director | 886 | 950 | 1117 |
| 6. Cheer leader | 531 | 575 | 676 |
| 7. Cheer leader Eighth Grade | 185 | 199 | 234 |
| 8. Cheer leader (Winter) | 531 | 575 | 676 |

Misc.

| | | | |
|---------------------------------------|------|------|------|
| 1. Musical Director (Play) | 504 | 525 | 616 |
| 2. Play Director | 1027 | 1100 | 1295 |
| 3. Asst. Play Director | 595 | 642 | 736 |
| 4. A.V. Director | 886 | 950 | 1117 |
| 5. Gymnastics Director | 886 | 950 | 1117 |
| 6. F.B.L.A. | 286 | 320 | 376 |
| 7. Financial Advisor Yearbook | 449 | 475 | 556 |
| 8. School Store Advisor, H.S. | 642 | 693 | 815 |
| 9. Student Council Advisor, E.S. | 320 | 345 | 407 |
| 10. Safety Patrol Advisor, E.S. | 320 | 345 | 407 |
| 11. School Newspaper, E.S. | 320 | 345 | 407 |
| 12. School Newspaper, M.S. | 320 | 345 | 407 |
| 13. Student Council Advisor "A", M.S. | 256 | 275 | 327 |
| 14. Student Council Advisor "B", M.S. | 256 | 275 | 327 |
| 15. Key Club Director | 450 | 550 | 709 |

SCHEDULE "C"
EXTRA CURRICULAR 1966/67
CONTINUED

| | STEP I | STEP II | STEP III |
|--|--------|---------|----------|
| Misc. Cont. | | | |
| 16. School Newspaper H.S. (New) | 300 | 400 | 545 |
| 17. Yearbook Advisor (M.S.) | 320 | 345 | 407 |
| 18. Sixth Grade Choral Advisor M.S. | 320 | 345 | 407 |
| 19. Intra Mural Basketball M.S. (6 employees) | 129 | 140 | 164 |
| 20. Intra Mural Baseball M.S. (6 employees) | 129 | 140 | 164 |
| 21. Intra Mural Director, M.S. | 175 | 185 | 218 |

SCHEDULE C
EXTRA CURRICULAR 1987/88

| | STEP I | STEP II | STEP III |
|---------------------------------------|--------|---------|----------|
| <i>Class Advisors</i> | | | |
| 1. Twelfth Grade | 747 | 806 | 1024 |
| 2. Eleventh Grade | 677 | 725 | 921 |
| 3. Tenth Grade | 355 | 383 | 483 |
| 4. Ninth Grade | 355 | 383 | 483 |
| 5. Eighth Grade | 531 | 575 | 730 |
| <i>Clubs</i> | | | |
| 1. Yearbook/High School | 1027 | 1100 | 1399 |
| 2. National Honor Society | 320 | 350 | 445 |
| 3. Student Council | 390 | 490 | 623 |
| 4. Photo Club | 320 | 350 | 445 |
| 5. F.H.A. | 320 | 350 | 445 |
| <i>Band</i> | | | |
| 1. Band Director | 2018 | 2150 | 2708 |
| 2. Band Front | 2018 | 2100 | 2590 |
| 3. Asst. Band Director | 747 | 1200 | 1884 |
| 4. Pom Pom | 886 | 950 | 1206 |
| 5. Choral Director | 886 | 950 | 1206 |
| 6. Cheer leader | 531 | 575 | 730 |
| 7. Cheer leader Eighth Grade | 185 | 199 | 253 |
| 8. Cheer leader (Winter) | 531 | 575 | 730 |
| <i>Misc.</i> | | | |
| 1. Musical Direction (Play) | 504 | 525 | 665 |
| 2. Play Director | 1027 | 1100 | 1399 |
| 3. Asst. Play Director | 595 | 642 | 795 |
| 4. A.V. Director | 886 | 950 | 1206 |
| 5. Gymnastics Director | 886 | 950 | 1206 |
| 6. F.B.L.A. | 286 | 320 | 406 |
| 7. Financial Advisor Yearbook | 449 | 475 | 600 |
| 8. School Store Advisor, H.S. | 642 | 693 | 880 |
| 9. Student Council Advisor, E.S. | 320 | 345 | 440 |
| 10. Safety Patrol Advisor, E.S. | 320 | 345 | 440 |
| 11. School Newspaper, E.S. | 320 | 345 | 440 |
| 12. School Newspaper, M.S. | 320 | 345 | 440 |
| 13. Student Council Advisor "A", M.S. | 256 | 275 | 353 |
| 14. Student Council Advisor "B", M.S. | 256 | 275 | 353 |
| 15. Key Club Director | 41 | 550 | 766 |

SCHEDULE C
EXTRA CURRICULAR 1987/88
CONTINUED

| | STEP I | STEP II | STEP III |
|--|--------|---------|----------|
| Misc. Cont. | | | |
| 16. School Newspaper H.S. (New) | 300 | 400 | 589 |
| 17. Yearbook Advisor (M.S.) | 320 | 345 | 440 |
| 18. Sixth Grade Choral Advisor M.S. | 320 | 345 | 440 |
| 19. Intra Mural Basketball M.S. (6 employees) | 129 | 140 | 177 |
| 20. Intra Mural Baseball M.S. (6 employees) | 129 | 140 | 177 |
| 21. Intra Mural Director, M.S. | 175 | 185 | 235 |

COACHES SALARY GUIDE 1986/87

| | STEP I | STEP II | STEP III | STEP IV |
|--------------------------|--------|---------|----------|---------|
| Athletic Director | 2682 | 2893 | 2950 | 3379 |
| <u>Football:</u> | | | | |
| Head Coach | 2402 | 2613 | 2688 | 3052 |
| Assistant | 1682 | 1829 | 1875 | 2207 |
| Assistant | 1682 | 1829 | 1875 | 2207 |
| Assistant | 1682 | 1829 | 1875 | 2207 |
| <u>Basketball:</u> | | | | |
| <u>Boys Basketball:</u> | | | | |
| Head Coach | 1906 | 2117 | 2200 | 2589 |
| Assistant | 1334 | 1481 | 1500 | 1766 |
| Assistant | 1334 | 1481 | 1500 | 1766 |
| Middle School | 1334 | 1481 | 1500 | 1766 |
| <u>Girls Basketball:</u> | | | | |
| Head Coach | 1906 | 2117 | 2200 | 2589 |
| Assistant | 1334 | 1481 | 1500 | 1766 |
| <u>Baseball:</u> | | | | |
| Head Coach | 1767 | 1977 | 2052 | 2415 |
| Assistant | 1237 | 1384 | 1400 | 1648 |
| <u>Softball:</u> | | | | |
| Head Coach | 1767 | 1977 | 2052 | 2415 |
| Assistant | 1237 | 1384 | 1400 | 1648 |
| <u>Track</u> | | | | |
| Head Coach | 1767 | 1977 | 2052 | 2415 |
| Assistant | 1237 | 1384 | 1400 | 1648 |

SCHEDULE "E"
COACHES SALARY GUIDE 1986/87
CONTINUED

| | STEP I | STEP II | STEP III | STEP IV |
|----------------------|--------|---------|----------|---------|
| <u>Field Hockey</u> | | | | |
| Head Coach | 1481 | 1697 | 1725 | 2031 |
| Assistant | 1037 | 1188 | 1200 | 1413 |
| <u>Tennis</u> | | | | |
| Girls Tennis | 956 | 1062 | 1135 | 1336 |
| Boys Tennis | 956 | 1062 | 1135 | 1336 |
| <u>Cross Country</u> | | | | |
| Coach | 956 | 1062 | 1135 | 1336 |
| <u>Golf</u> | | | | |
| Coach | 956 | 1062 | 1135 | 1336 |
| <u>Wrestling</u> | | | | |
| Head Coach | 1767 | 1977 | 2052 | 2415 |
| Assistant | 1237 | 1384 | 1400 | 1648 |

**SCHEDULE E
COACHES SALARY GUIDE 1987/88**

STEP I STEP II STEP III STEP IV

Athletic Director

2682 2893 2950 3649

Football:

Head Coach

2402 2613 2688 3296

Assistant

1682 1829 1875 2384

Assistant

1682 1829 1875 2384

Assistant

1682 1829 1875 2384

Basketball:

Boys Basketball:

Head Coach

1906 2117 2200 2796

Assistant

1334 1481 1500 1907

Assistant

1334 1481 1500 1907

Middle School

1334 1481 1500 1907

Girls Basketball:

Head Coach

1906 2117 2200 2796

Assistant

1334 1481 1500 1907

Baseball:

Head Coach

1767 1977 2052 2608

Assistant

1237 1384 1400 1780

Softball:

Head Coach

1767 1977 2052 2608

Assistant

1237 1384 1400 1780

Track

Head Coach

1767 1977 2052 2608

Assistant

1384 1400 1780



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SCHEDULE E
COACHES SALARY GUIDE 1987/88
CONTINUED

| | STEP I | STEP II | STEP III | STEP IV |
|----------------------|--------|---------|----------|---------|
| <u>Field Hockey</u> | | | | |
| Head Coach | 1481 | 1697 | 1725 | 2193 |
| Assistant | 1037 | 1186 | 1200 | 1526 |
| <u>Tennis</u> | | | | |
| Girls Tennis | 956 | 1062 | 1135 | 1443 |
| Boys Tennis | 956 | 1062 | 1135 | 1443 |
| <u>Cross Country</u> | | | | |
| Coach | 956 | 1062 | 1135 | 1443 |
| <u>Golf</u> | | | | |
| Coach | 956 | 1062 | 1135 | 1443 |
| <u>Wrestling</u> | | | | |
| Head Coach | 1767 | 1977 | 2052 | 2608 |
| Assistant | 1237 | 1384 | 1400 | 1780 |

SCHEDULE "F"

HOME SCHOOL TEACHING SALARY GUIDE 1986/87

| <u>YEAR</u> | <u>BS/BA LEVEL</u> | <u>MS/MA LEVEL</u> |
|-------------|--------------------|--------------------|
| 1-4 | \$ 9.87 per hour | \$ 11.57 per hour |
| 5-9 | \$ 11.57 per hour | \$ 13.19 per hour |
| 10-14 | \$ 13.19 per hour | \$ 14.83 per hour |
| 15-* | \$ 16.15 per hour | \$ 17.95 per hour |

HOME SCHOOL TEACHING SALARY GUIDE 1987/88

| <u>YEAR</u> | <u>BS/BA LEVEL</u> | <u>MS/MA LEVEL</u> |
|-------------|--------------------|--------------------|
| 1-4 | \$ 9.87 per hour | \$ 11.57 per hour |
| 5-9 | \$ 11.57 per hour | \$ 13.19 per hour |
| 10-14 | \$ 13.19 per hour | \$ 14.83 per hour |
| 15-* | \$ 17.44 per hour | \$ 19.39 per hour |